



COPY

# NEWSLETTER

DECEMBER, 1989

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## FSA Executive 1989/90

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## Executive Meeting Schedule

Abbotsford, Room A306, 3:30 p.m. (Week 1)

December 13  
January 31  
February 28  
March 28  
April 25  
May 23



# FSA NEWSLETTER

December, 1989

From the Editor . . .

## PD Report : Vancouver International Film Festival

Yeah, I know. I got PD funding to go to a film festival. Well, I'm a film instructor, what do you expect? Am I supposed to keep up to date by going to the Towne Cinema and watching shit like Batman?

It's not easy being a film instructor. People envy you all the time. Did you work this weekend? Yeah, I went and saw five movies. It's especially galling if you're also an English instructor and you get paid for reading novels too.

It was even worse when I taught in Prince George many years ago. I didn't teach film, but I did get fifteen bucks a week to review movies for the local paper, free admission thrown in. I got to say things like "watching shit like Batman", except of course that I couldn't say shit. Even crap was ruled out. Ditto for faeces, even dung.

I learned valuable skills of euphemism, all subsequently wasted when I decided not to go into Management. Savaging terrible movies was the most fun, and I even became slightly famous. My review of Jesus Christ Superstar drew such howls of outrage in the letters column that I was even recognized, once, by two adolescent boys, in the lobby of a theatre. "Hey, isn't that the film critic?" It was all I could do to keep myself from walking over and asking them for their autographs.

I won't savage terrible movies I saw at the 1989 Vancouver International Film Festival, but permit me to say a few words about a few good ones, on the off chance that the picket lines will come down and you'll be able to see a few of them over Christmas.

ON THE BLACK HILL is a faithful adaptation (written and directed by Andrew Grieve) of Bruce Chatwin's novel of the same title, which deals with eighty-odd years in the life of a pair of twin brothers in the hill country of eastern Wales. Make-up problems aside (the actors who play Benjamin and Lewis Jones have to age almost sixty years in the space of an hour), it's a wonderful film, very touching on the values of rural life in the midst of the gigantic changes of virtually all of the twentieth century, and absolutely fascinating on the surreal bonds that unite twins against all comers. It's far too good a film to have much likelihood of ever being shown again in commercial theatres, but fortunately the novel is even better and you should all read it immediately.

From Australia came a sort of semi-scripted, semi-improvised 'docudrama' called MALPRACTICE that followed a woman through an absolutely harrowing series of perfectly normal screwups in an obstetrics ward. As the title implies, there were as many lawyers in the second half as there were doctors in the first,

and in fact most of the actors were real lawyers and real doctors, from whom director Bill Bennett (having apparently changed his profession since his insider trading days) got performances that didn't seem like performances at all. I knew that woman only had a pillow under her gown, but I don't think I've ever seen an 'acted' movie that felt more like an on-the-spot documentary.

And then there was a real documentary called ROGER AND ME (recently previewed on Siskel & Ebert), made by a fellow named Michael Moore who picked up a camera and a tape recorder and set off in pursuit of General Motors president Roger Smith when GM decided to shut down its Flint, Michigan plant, throwing tens of thousands of people out of work. (All fans of the free trade agreement please note: GM was doing this to set the stage for a new assembly line in one of Mexico's Export Processing Zones -- a subject on which Joyce Nelson has been most contumacious (to quote one of my more widely-read students) in the September and October issues of Canadian Forum).

Where was I? Oh, yes. Making this relevant to a union newsletter. Well, all union members should rush out (as soon as Famous Players and Cineplex Odeon stop screwing their employees) and see ROGER AND ME, which is not only a devastating indictment of big industry but also funny as hell.

The best film I saw at the festival was APARTMENT ZERO, directed by Martin Donovan. There's this fellow named Adrian (played by the brilliant Colin Firth of A Month in the Country) living in a huge apartment in downtown Buenos Aires. He's an Argentinean of English parentage

who speaks impeccable BBC English and therefore isn't really Argentinean at all, except that he is. He runs an art-movie house. His mother has gone berserk and has had to be institutionalized, which leaves an empty room to be let. Enter Hart Bochner (a sort of cross between Al Pacino and Sylvester Stallone) -- an American with a mysterious mien (never write words you don't know how to pronounce) and an unmistakable sexual allure.... I say no more. Besides, my girlfriend Gloria was so lucid on this film on the way home that I am humbled into silence. Oh, except for one thing. A cab driver shouts Malvinas! at a departing Adrian and I remembered this to be the Argentinean name for the Falkland Islands (the one advantage age has over beauty). This (Malvinas!) is an essential clue.

The festival highlighted some new Canadian films as well -- the ongoing attempt to be there when the Canadian film industry finally starts amounting to something. There was a thing from Nova Scotia called THE VACANT LOT. Director William D. MacGillivray made a previous film called I will Not Make Any More Boring Art, but he lied. Rory Wallace liked it (the one about boring art), but Rory and I disagree about all movies.

Allan King checked in with THE TERMINI STATION, which featured delicious cinematography of slush-covered streets in Kirkland Lake but awful acting (not, I think, the fault of the actors) and a worse screenplay by Colleen Murphy.

And then there was AMERICAN BOYFRIENDS, Sandy Wilson's eagerly awaited follow-up to My American Cousin. Oh, jeez, I just remembered I wasn't going



to savage any terrible movies. But really, this turkey deserves it. Here is fellow western Canadian female film-maker Anne Wheeler moving on from the excellent Loyalties of a couple of years ago and making the quite exquisite Bye Bye Blues, and Sandy Wilson makes a sequel. My American Cousin was a light but fairly charming piece about adolescence, and young Sandy had the decency to say in a voice-over at the end, even before the dust from her cousin Butch's departing Cadillac had finished settling on the Okanagan hills, that she never saw him again.

The only thing I enjoyed about the premiere of American Boyfriends, in which Butch is resurrected so that Sandy can go to his wedding, following which he dies in a car crash, was watching Margaret Langrick standing about in the Ridge Theatre in a very close-fitting mini-dress. She ain't twelve years old no longer.

On the other hand, there was a film called MATINEE, made by Vancouver director Richard Martin and filmed entirely in and around Chilliwack -- a very tight and entertaining thriller with a nice edge and lots of attention paid to characterization even in the bit parts. The plot turns on a horror film festival (at the Paramount)

which generates some juicy horrors of its own. It's a genre film, but done with lots of style, and bodes well for the future of this young feller. (Gasp. Wheeze.)

Finally, WHITE LAKE, an 80-minute documentary made almost singlehandedly by Colin Browne (who taught a creative writing course here at the College a few years ago). I saw this at the end of a long day, and the film's minimalist aesthetics caused me to nod off intermittently for the first half hour. But once I tuned in, I found myself being drawn deeper and deeper into a series of offhand-looking interviews with several generations of Browne's own family, none of whom wound up being able (or willing) to say anything very precise about the patriarch who was the ostensible subject of the film (and the founder of the ranch at White Lake). This was a family that kept things very close to the chest, and the film wound up being a moving testimonial to the idea that you sometimes learn far more about people from what they don't say than from what they do.

As a PD activity, the festival was just excellent, second only to a Jug of Wine, a Loaf of Bread, and (to quote S.J. Perelman) Thou Beside Me, Yacketing in the Wilderness.

Graham Dowden

DOONESBURY



## FSA President's Message . . .

As you've heard, the Douglas strike was settled after four weeks, the longest college faculty strike in B.C. The issues there -- workload, job security, and wages -- made for a volatile combination.

Douglas College now recognizes the 40-hour work week. A work load task force will consider current workloads in the light of the 40-hour work week. Failing agreement between the two parties, the issue will go to arbitration. Some job security for contract workers was agreed to. Salaries for regular faculty will increase by 17.83% over two years beginning April 1, 1989, and contract faculty will receive an increase of 14% for the same period. The weekend work issue, about which there has been little news, was settled when the College agreed to the volunteer principle, except where faculty had previously worked on Saturdays and thus will be expected to continue doing so.

A few of us -- Kevin Busswood, Colin Ridgewell, Tom Davis, Dave Wyatt, and I -- joined the picket lines at Douglas College's site in Maple Ridge. We found their spirits very high and we learned a good deal about their college's mistakes, what to avoid at FVC. After a grueling afternoon of solidarity, Kevin, Dave, and I repaired to the nearest watering hole which fortunately was next door to Douglas's Maple Ridge site.

I must now refer to the memo circulated by Dr. Jones regarding his evaluation. In his memo, he encourages us to let him know how he is doing but takes issue with the executive for not consulting him prior to

our invitation to members to complete questionnaires. If we had consulted him, he could have suggested amendments to "our" forms that would better gauge elements of his personal style. Finally, he protests being blindsided, that is, he knew nothing about all this, a situation he claims is comparable to evaluating one of us without our knowledge. I hope this is a fair summation of his memo.

To set this in context, the FSA executive initiated the evaluation after the subject was announced at the College Board meeting in October. We thought we would be late in getting involved; in fact, we are quite early. So, I was remiss by not ensuring that we are in phase with the Board's schedule. A courtesy call to Peter might have allayed his concerns. However, the executive felt we should proceed and in my opinion acted in good faith and in a completely above-board manner. The questionnaire employed was used in 1985 when we evaluated Dr. Moore the second time; its use again permits a comparative standard. The form is concise and even-handed, developed by the College several years ago. Throughout our four evaluations of college presidents, the FSA has determined who should receive questionnaires; this time, we decided that all faculty and staff should have the opportunity to respond. At this point, Dr. Jones circulated his memo, addressed to me and the executive, to everyone. I think he has misunderstood our motives. The matter has been complicated by the fact that he is very busy off campus, so I rarely see him. In fact, I have not seen him in three weeks between the Board meetings on 7 November and 28

November. About my failure to consult with him, consider his suggestions to amend the evaluation form, etc. I leave it to you to judge whether or not I'm available and willing to consult with College management. I have a "bottom line" in this and in any other situation involving my communications with you -- no one outside our membership can be permitted to influence, restructure or interfere with the way I or the executive may communicate with you, request your opinion, etc. This is an important principle, protected by law.

Recently I learned that some faculty are being expected to work more student-contact hours than are specified in Article 20 and that numerous faculty are not "accessing" the 20-day approved professional development clause. All faculty are entitled to p.d. time, whether their activities are supported by a p.d. grant or not. This "approved professional development" time, cited in Article 20.2.6.b is the old "non-instructional duty time" used to revise and develop curricula, get back up to speed with the literature in our fields, and so

on. The word "approved" refers primarily to the timing of the days you use. Management has the right to determine that. This clause is applied rather unevenly: some faculty use the 20 days routinely and do not submit written applications; others are expected to do so. I have alerted Dave Allen, FSA Grievance Chair, to the problem and you should do so also. This is an important provision in the Collective Agreement, essential to your craft.

As we approach negotiations, you are once again invited to consider those items which want improvement and to pass along your opinions to Ian McAskill. A general meeting will be convened in the last part of January to shape up our list and direct the negotiating team accordingly.

Finally, as Christmas approaches, the FSA will once again donate \$500 to the various community services in our college regions, so that their hamper and Christmas activity funds may do their good work.

Bob Smith  
President

## ARBITRATION PROCEEDINGS

Resume December 18, 19, 20, this time at the Versailles Restaurant.

All FSA members are entitled to attend.  
Times are roughly 9:00 am - 4:30 pm.

Contact Dave Allen for further information.

## STEEL WHEELS . . .

## a fan's notes

When Graham asked me to share my impressions of the recent Rolling Stones' concerts, I surveyed the mound of ungraded essays on my desk and prudently declined the invitation. His rather cutting reply, that I ought to prove there's more to me than memoranda, had the bracing impact of a cheap after-shave lotion, however, and I reached for pen and paper.

What I remember best about the visual experience of the November 1st concert is the impressive vista of heads and shoulders I surveyed, standing shakily on my chair, somewhere on the vast abyssal plain that is the floor of BC Place Stadium (we paid \$200 for this?!). Being a practical sort of person, I turned adversity to good account by focusing on the music itself, leaving a visual appreciation of the band's performance to better placed (though doubtless less sensitive) concertgoers.

For the most part, the quality of the sound ranged from acceptable to very good (despite the stadium's infamous acoustical properties), and it seemed even better on November 2. In a few instances, though, the band's enormously amplified rhythm section became a sonic black hole, from which neither voice nor instrument could fully emerge. This imbalance was of course no fault of Watts and Wyman (drummer and bassist, respectively), who together constitute an infallible, impassive metronome synchronized to the biting guitars of Richards and Wood.

The basso continuo of the Rolling Stones, tightly knit despite a quarter century in the

fray, produces the enormous force and rhythmic signature of the band's live music. On this tour, Wyman and Watts set a more accelerated pace than the loping, comparatively casual beat of their last North American appearance (1981). They are not here to provide a leisurely musical reprise of past achievements. Instead, they generate a driving force that brings to life (rather than merely resurrects) the work that established this group as "the world's greatest rock band." Perhaps they've been inspired by Keith Richards' recent independent venture (Talk is Cheap). (I leave to the reader all speculation concerning the role of his 19-year old bride in Bill Wyman's personal renaissance.)

Considering the Stones' vast repertoire, it's at first surprising that so few of their early songs sound out of place in 1989, or depend upon nostalgia for their continuing appeal. The group's musical identity, anchored close to central rhythm and blues traditions, has maintained thematic and stylistic continuity across the years. The two and a half-hour Steel Wheels concerts offered outstanding musical choices, including "Satisfaction" and "Ruby Tuesday" from the early years and "Mixed Emotions" (among others) from their latest release. In all, they played about 25 songs each evening. As I recall, only "Paint It Black" failed to come through well (perhaps wanting Brian Jones' exotic instrumentation). Among the most impressive performances, I would include "Undercover Of The Night", "Midnight Rambler", "2000 Light Years From Home", "Red Rooster", and the encore number "Jumpin' Jack



Flash". With work of this quality on offer, a Rolling Stones' concert still justifies the crowd's excitement.

Keith Richards, at this late hour approaching the apex of his career, seemed almost as much a focus of the crowd's attention as Mick Jagger. The exaggerated notoriety that his public so eagerly imposes on him assigns a darkly decadent symbolism to his presence. In these concerts, though, he projected the beatific good will of someone thoroughly enjoying what he does so well. His vocal set, comprising "Happy", "Before They Make Me Run", and "Can't Be Seen", was warmly received, although the sound system's emphatic bass served him rather poorly. His guitar playing (accompanied for the most part by Rob Wood's) remains the most critical element in the Stones' instrumental sound. Richards may be the only guitarist who can play Chuck Berry's rhythm and blues style better than the master himself. He supplies an exact, cutting edge within the band's mesmerizing guitar harmonies. Woods, a distinguished player in his own right, contributed several outstanding solos, though he appeared uncharacteristically subdued.

The Rolling Stones remain a strongly theatrical concert band; their arrangements and gestures shock, arouse, and frequently amuse their audiences. In the middle 60's the band's live performances often provoked disturbing crowd responses. The group has, however, suppressed this dangerously messianic aspect of their appeal since the violence at Altamont during their 1969 tour. At the Thursday concert, I was well situated to observe the impressive spectacle of the band in performance. For many

enthusiasts, this live presence defines the true experience of the Rolling Stones' music. Mick Jagger personifies the emotions and attitudes behind the lyrics he sings. His sensual magnetism teases both sexes as he dances, elegantly and suggestively, across the 300-foot stage. He is by turns menacing and jaded, cute and bad. Keith Richards excites the crowd in a more spontaneous way, with the peculiar bodily expressions that accompany his playing. No longer the shy, aloof, and troubled figure of the early years, he too moves to the stage's wings as though to savour the moment fully. Watts and Wyman (as they always have) appear lost in thought, unaffected by the surrounding hysteria. The supporting singers, horn players, and keyboardists bring to the stage many of the embellishments associated with studio productions: the whole impression of the Stones' performance, their defiantly non-conformist professionalism, is underwritten by the most exacting standards (and greatest expense).

The immense stage designed for the Steel Wheels tour, a great metal wall of scaffolding, proved remarkably adaptable for special effects, yet suitably unobtrusive throughout the show. In "2000 Light Years from Home", it becomes a vast space vehicle; in "Sympathy For The Devil", a kind of pagan temple. But most outrageously, it brings into being a pair of 50-foot-high blow-up "Honky Tonk Women" midway through that song. Though such features involve elaborate special effects, none distracts from or displaces the music it accompanies. Still, the fact is that where the band once customarily established musical standards or directions, their present purpose seems more modest; to renew a tradition.

The revenge of the bourgeoisie upon radical artists who affront them is to commercialize and institutionalize their work, and even the Rolling Stones have not altogether escaped this fate. Given a choice, I'd catch the Stones in the mid-60's, on a small stage at a London club like the Marquee. Steel Wheels is what we have instead, though, and it's awfully good, a remarkable extension of the musical past into our present moment.

If anything disappointed me in the event, it was the nearly total neglect of Brian Jones, erratic genius and irreplaceable original band

member, who once vied with Jagger and Richards for leadership within the group. More than 20 years after his death, one would have thought it safe to release his memory from the awkward silence concerning his exclusion from the Rolling Stones and his last, self-destructive days. Such bluesy sentiment may be out of place, though. Keith Richards recently said of the band's intentions, "This is the beginning of the second half". While the Stones continue to roll forwards in such style, perhaps there's no need for regretful backward glances.

Dave Allen

## Report From The Contract Chair . . .

One thing which has become abundantly evident to me in the matter of our upcoming negotiations, is how deeply unified we are as a group. There is the widely-held belief that, in the aftermath of the "restraint" years, not enough focus has been given to our salary levels. Restraint, the hallmark of the 1980's, has left its legacy. We have witnessed a massive erosion in our purchasing power, while at the same time we are working harder. This "restraint" might have been easier to accept had it been equally evident in other provincially-funded areas such as the school system and the provincial public service.

Suddenly, out of the darkness of educational restraint has emerged a new vision. The provincial government has apparently decided that post-secondary education is a

priority as it seeks to improve participation rates in B.C. (which are nearly the lowest, if not the lowest, of all those in the provinces). Now, we are to prepare for a massive expansion over the coming years. Is this to be achieved without a budgetary commitment to reinstating our salary levels?

Throughout the "restraint" years, we faced demands for increased productivity, and accepted decreased real wages, year after year in order to preserve College programs. Each year it was to be a temporary expedient. Such a funding philosophy threatens to be permanent if we allow it.

It is becoming evident in the operating budget expenditure being undertaken in this fiscal year, that there was money left on the table after last year's

settlement at Fraser Valley College. Last year's settlement did not even maintain real (purchasing power) increases over the previous year for a large number of staff, notably those at the top of their scales (who rightly deserve not to see their salaries eroded to provide a reasonable percentage increase to those at the bottom). A greater commitment to the college personnel could have been made to reciprocate for the sacrifices we endured through the restraint years.

It is not surprising then that there now exists a widespread and deep-seated dissatisfaction with salary levels and a mistrust of the bargaining approach which has provided lift as a residual after everything else is funded. It should also not be surprising that this year's expectation for a salary increase is larger than that ... which would simply maintain purchasing power in relation to last year's settlement.

Aside from salary, there are other dissatisfactions among the membership which, on principle, need to be addressed. There is, and has been for many years, an asymmetry in the benefit package provided to excluded personnel in relation to the bargaining membership. It's small potatoes in money terms, but there is a principle involved. Whether we are included or excluded, we all contribute to the organization and we should not, in our benefits, be treated as two classes of workers. For faculty, there is also the issue of the salary scale. As I have pointed out elsewhere, adding steps, deleting steps, and renumbering the salary scale have caused an unwarranted debasement of relative seniority for many of us. This needs to be corrected.

With these and other issues, Barbara Pinkiewicz and I will be reporting to you as negotiations proceed. Very shortly, you will be receiving a questionnaire soliciting your views about alternative benefit packages. Barbara and I welcome your input and comments as we develop our bargaining positions. It is not too late to voice your concerns. Please feel free to contact either of us. In the upcoming month leading to a general meeting, you can expect further contract negotiation bulletins outside this scheduled newsletter.

In other news, Douglas College has just resolved a month-long conflict with its administration. It was not a strike primarily over money, although the money issue was there. It was a strike about status and commitment: the status of a large cadre of "gastarbeiters", the academic gypsies who commit their careers to an organization with no reciprocal commitment by the college to their essential need for a reasonable degree of job security. In the past, managements in the college system have generally absolved themselves of responsibility for this situation, arguing soft money budget constraints. The bitter struggle at Douglas has forced that issue. It is a notable credit to our management and our institution that a similar contractual commitment which cost faculty one month's salary at Douglas, was adopted in our last contract, which brings part time colleagues into the contract.

On the salary question at Douglas, the top step, Step 12, will yield \$56,000 to faculty by contract expiry March 31, 1991. Parity for us at Step 14 dictates a percentage lift in the upcoming year of 14%.



A summary of the faculty settlement which was ratified December 6, is provided below as prepared by the Douglas College Faculty Association.

Ian McAskill,  
Contract Chair

**8.01      SALARIES - CONTRACT FACULTY      Increase amounts by:**

5% on May 1, 1989;      5% on Jan. 1, 1990;      4% on May 1, 1990

**\*Workload:      (Summary)**

Taskforce established to do the following:

- 1) Consider revision of contact hours (Article 8.01);
- 2) Determine time release and emoluments for convenors;\*
- 3) Consider changes to limit on number of preparations;
- 4) To recommend on sick leave replacement.

\*Convenor positions to be established at the discretion of the discipline/program.

**Other Workload Changes:**

- 1) Class size limited to that on course outline;
- 2) Restriction on Saturday/Sunday work.

**WHAT WAS AGREED ABOUT OTHER ISSUES?**

- 1) Restrictions on Contracting Out;
- 2) Ratio of Contract:Regular Faculty capped at 22% (now 32%);
- 3) No discrimination;
- 4) No sexual/personal harassment;
- 5) P.D. increased to \$500/FTE and carry-over allowed;
- 6) Ed Leave increased to 2% (was 1.5%) of salary budget;
- 7) Dental now 100%/60%/50% (was 100%/50%/50%);
- 8) Eyecare now \$200 (was \$100).

**\*Job Security: The two most significant changes are these:**

- 3.04 (a) (i)      Persons who have successfully taught as temporary or contract faculty under Article 1.06 (b) or 1.06 (c) shall be offered available contracts in subsequent semesters according to the process identified in 3.04 (a) (ii) and 3.04 (a) (iii). A contract or temporary faculty member shall be deemed to have taught successfully unless an evaluation carried out under 3.02 (i) has been completed and the appropriate Dean has recommended that no other contract be offered to that instructor.

- (ii) The faculty member with the most FTE service in the Discipline/Program shall be offered an available contract or contracts (up to a full workload) for courses that the instructor is qualified to teach (as determined by the Selection Committee established in article 3.02 (a)).

**\*Wages:**

7.01		<u>SALARY SCALE</u>		
		Apr1/89- Nov30/89	Dec1/89- Jul31/90	Aug1/90- Mar31/91
<u>STEP</u>	<u>PRESENT</u>			
4	34,329	35,702	37,130	39,135
5	36,016	37,398	38,894	41,058
6	37,654	39,174	40,741	42,926
7	39,175	41,035	42,677	44,660
8	40,871	42,984	44,704	46,593
9	42,499	45,026	46,827	48,449
10	44,196	47,165	49,051	50,825
11	45,882	49,405	51,381	53,223
12	47,523	51,752	53,822	56,000

## Grievance Report . . .

As I hastily scribbled greetings on cards destined for the far corners of the globe, I suddenly remembered Newsletter deadline. So, I must turn my attention to more local matters.

The bulk of the work of grievance continues to be monitoring Selection Advisory Committees and ensuring that fair treatment is given to internal candidates.

A violation of Article 13.1(b) was grieved with the result that the employer has agreed to post the part-time position concerned. This article concerns the posting of new or vacant bargaining unit positions, and we must all remember this applies to all part-time positions nowadays.

All that remains is to wish you all a Happy and Grievance-free Christmas from David and me.

Mary Saunders

## GRIEVANCE REPORT ADDITION

Approved professional development: Article 20.2.6(b) promises every faculty member 20 days of non-instructional duty time or a portion thereof, according to individual contracts. We are aware that some faculty have been denied this right, and we intend to represent their interest to management. Instructors who feel that the teaching schedule in their areas denies them access to the specified non-instructional duty time should bring the matter to the attention of their shop stewards.

Dave Allen

## From The Agreements Committee . . .

Two meetings of the Agreements Committee have been held this term. The items discussed were:

1. The problem of prison-based FSA members being asked to undertake tasks which should only be done by CSC staff. We were assured that such tasks will not be included in any contracts negotiated by FVC.
2. Disciplinary/Investigatory Hearings by Management of FSA members. We were assured that the abuses which have happened in the past will not be repeated. The FSA Executive will be reviewing this item at its next meeting to see whether a more formal undertaking is required.
3. Educational Leave. Management assures us that more funding for Educational Leave continues to be a high priority for FVC. Management wanted a whole new structure, including a committee of deans and faculty to oversee the selection process, and wanted a "merit" type judgement of applications, without seniority as a factor. The FSA stands firm on the appropriateness of the Joint PD Committee (already established as a joint committee in the collective agreement) overseeing the process. Also, the FSA cannot agree to arbitrary decisions on one member's PD project having more "merit" than another member's. So both sides agreed on the development of expanded criteria for the Pass/Fail test of applications and the Agreements Committee has requested the Joint PD Committee to undertake the task of drawing up this criteria, as soon as possible.
4. Student Workers. The FSA feels the Collective Agreement should include a reference to the status of student workers. Management feels such is unnecessary but will consider contract language which the FSA will bring forward to the next meeting.
5. Exclusion of two or more members. Management brought this topic up, asking if the FSA wanted to bring it up! We pointed out that:
  - Dr. Jones had publicly promised at the time of reorganization that he would not request any further exclusions.
  - It is not a union's role to voluntarily offer to give up any of its members.
6. Interpretation of the new Part-timers Agreement as to when A, B, and C appointments are to be made. This is still under discussion and will be taken to the next FSA Executive Meeting.

W.E. Harris  
Agreements Chair



## J. C. A. C. Report . . .

The Job Classification Audit Committee recently welcomed its latest member, Bob Peters. The vacancy left by Barb Harms has been felt by the Committee members this Fall as 16 job descriptions have been submitted and reviewed in that time. Of those:

- 8 increased in points and 6 of those were raised to the next pay group.
- 2 were new positions
- 3 are still in progress
- 3 remained the same

A large percentage of those submissions were from the Facilities area and management was co-operative in efforts to formulate changes to Experience and Education requirements which will better accommodate career laddering. Such changes will not only facilitate promotion within Fraser Valley College but also give incumbents skills and education which will benefit them when they seek positions elsewhere.

Another issue which emerged from the Facilities positions but which is also evident in many Staff positions is that of workload. Shortfalls in staffing result in an incumbent performing "other related duties" at both higher and lower levels than their formal job description. The frequency with which this happens appears to be on the increase and rating volume of workload is not possible; indeed, it is not a classification issue, but rather a (lack of) staffing issue.

Recent projections from the Ministry suggest that a substantial increase in FTE's is necessary for Fraser Valley College and, without a proportional increase in staff or formal recognition of duties done in a higher capacity, the workload issue can only be exacerbated.

Varlene MacLeod

## J. P. D. C. Report . . .

The committee has taken its time about forming and gaining a full complement of FSA representatives. Contemplating committee work at one of the busiest times of the year is difficult, but... professional development and funding for professional development and access for professional development are those things we often take for granted, until we turn and discover they are no longer there.

It has been proposed that the yearly allocation for PD be raised to \$800 effective April 1, 1990. This proposal may mean that the long-term educational leave fund will have even less in it than customarily, so the committee is looking at how this increase will be funded. The deadline for long-term assisted educational leave was November 15, 1989; the decision about who will be given leave will be announced after the December

JPDC meeting. As usual, the decision about how much money will be available must wait until the end of the fiscal year. In the face of steadily rising PD costs, several suggestions have been made about how the yearly allotment can be stretched, shared, pooled, diverted, etc. If you have any ideas about how the PD dollar can be transformed to accommodate one long, expensive project, please let us know.

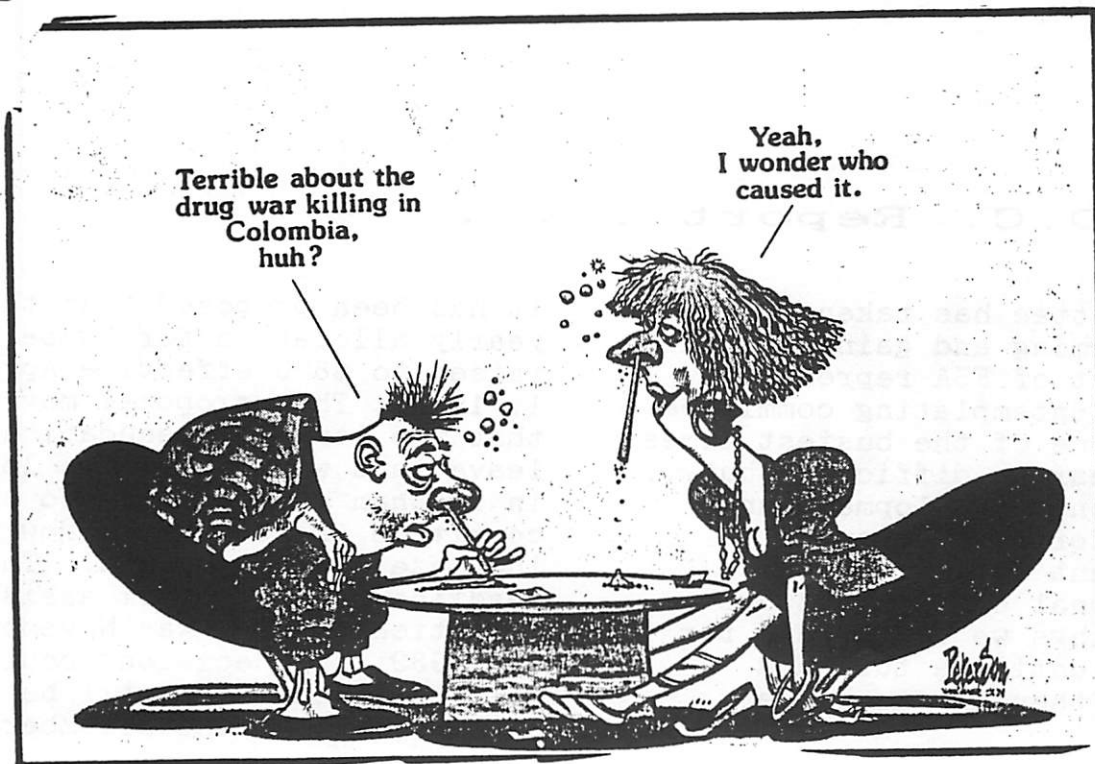
From the last round of negotiations, a joint committee was charged with devising a plan to provide a long-term educational leave that did not resemble a lottery in accessibility and/or funding. This plan was published in a FSA newsletter in the Spring. Since then, there has been little movement in bringing the plan to reality. Virginia Cooke and Betty Harris have had several meetings with management reps, and the plan has been brought to Agreements. So far, the sticking point is the lack of money for the plan and the criteria required by management. We do not want to

have to bring this to negotiations again, so we are hoping for some movement from management, who agree that adequately funded long-term ed. leave is a priority.

Two small items -- a policy that prevented staff from requesting over-night accommodation if the event they were attending was in the Lower Mainland and only a day long has been reversed; and textbooks, manuals and other required materials may be covered by the individual PD allocation.

Finally, as the representative from FSA to the CIEA PD Committee, I have agreed to work with Judy Wilbee, Cariboo College, and Jim Howard, Selkirk College and CIEA VP, on developing a CIEA position on professional development and human resource development. This position paper will be available in draft by December 10, 1989. Drop by my office in Chilliwack to read and offer suggestions.

Wendy Burton



## Presidents' Evaluations . . .

Dear FSA Members:

As I am largely responsible for the present imbroglio, and as I have been involved in three previous evaluations of FVC principals, perhaps I can outline the history of these and in the process clear up some 'disinformation' as well as explain what is going on at present.

When the Fraser Valley College Board first evaluated its first President, Dr. Larry Blake, it asked the Faculty and Staff Association to comment on the Principal's performance, but gave the Executive only a week in which to prepare its response. On that occasion two principles were developed which underlay my motion to proceed immediately with the current evaluation.

1. The FSA Executive represents the views of the Association members and not its own.
2. The Executive needs time to discover the views of FSA members.

On the occasion of that first evaluation, the Executive developed an evaluation form, surveyed all members, collated the responses and arrived to meet the Board, with a well-substantiated report in hand.

(But the College was small in those days.) Subsequently the Executive wrote away for forms used by other institutions and selected the form in use today.

On the next occasion I was involved in an evaluation of the President, the FSA had even less time to prepare. Only a few days before it wished to meet

us, the Board requested we come to discuss Dr. Moore's performance. After considerable debate as to whether we should accept the invitation, we decided that refusing might mean that the Board would not ask for FSA input in the future. Consequently, four members of the Executive met with three members of the Board to discuss Dr. Moore. We had little time to talk to FSA members, any evidence we had was anecdotal, and we were uncomfortable with the whole process.

The second evaluation of Dr. Moore went according to plan. Perhaps because Dr. Moore himself maintained close contact with the Union, there was time to do the job properly. By 1985, however, the College had grown considerably and many employees had little contact with the President.

Consequently forms were sent to Coordinators, directors, members of committees which the President attended, and members of Executive. Others were invited to contribute if they wished. We garnered a considerable sample of employee opinion and as a result had a substantial contribution to make to the evaluation process.

In view of this history, you can understand that when, once more, the FSA President reported that the Board was planning an evaluation, I urged that we start the Union's proper evaluation process without waiting to be approached by the Board. I believe still that Executive should not take part in evaluating administrators without consulting FSA members. For one thing, because of its



necessary preoccupation with the Collective Agreement and with negotiations, the FSA Executive may have a jaundiced view of management. For another, the better the sample, the fairer the evaluation. But the larger the sample, the more time it takes to prepare the report -- so my experience teaches me.

Consequently, at the last Executive meeting, I moved that we begin the Union's evaluation process forthwith. I regret very much that, before sending out that memo which (I hope) you all received, I did not check that one of the regularly scheduled meetings between the FSA President and Dr. Jones had taken place. I also regret both the discourtesy to Dr. Jones and the embarrassment caused to members of the union by this carelessness of mine.

Nevertheless, I urge you to make use of the form, if you have been sent one. (The sampling will be the same as in 1985.) If you have not received a form but wish to contribute, please ask Fenella in the FSA office, Abby, to send you one, or get one from Wendy Burton's office in Chilliwack. The Union's evaluation process is completely

anonymous and you are free to say what you feel. The form asks you to state your area, whether you are faculty, staff, or administration, and whether you have regular or occasional contact with the President. It has already been pointed out to me that the form is inadequate in that people directly affected by the President's policies may, in the larger College of 1989, not see him at all. I can only suggest that if you feel the wording excludes you that you add to the front right-hand column "feel directly affected", and go ahead with your comments. Although more is not necessarily merrier for the collators, more is definitely desirable: fairer to Dr. Jones, and likely to provide more substantial input -- eventually -- to the Board.

I had hoped this process would be well under way before exams, and end of semester marking. Obviously, such unseemly haste has produced nothing but trouble. But could you PLEASE respond before December 19?

Yours,

Jocelyn Cass

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Note: FSA Office will be closed

December 21 - January 3

....gone ski-ing

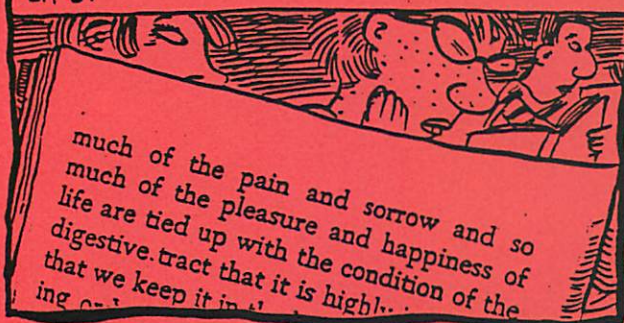




## SORROW + HAPPINESS

BY LYNDABARRY © 1989

IN HEALTH WE'RE DOING THE DIGESTIVE SYSTEM. WE EACH GOT ASSIGNED A TOPIC FOR AN ORAL REPORT. I GOT THE SMALL INTESTINE. I SWEAR TO GOD I HATE MY LIFE.



I TRIED TRADING WITH THE GIRL WHO GOT THE STOMACH BUT NO WAY. SAME WITH GASTRIC JUICE. THE ONLY ONE WHO WILL TRADE HAS THE LARGE INTESTINE. I AM NOT TAKING THE LARGE INTESTINE.



MRS. SPENCE SAID TELL THE STORY LIKE YOU ARE THE FOOD USING CONTRASTS AND COMPARISONS. AS I ENTER THE SMALL INTESTINE I GET SQUEEZED BY MUSCLES. ITS DARK AND THE WALLS LOOK LIKE SLIMEY CRUSHED VELVET THERES PANCREAS JUICE ON ME HELP ME I AM DISINTIGRATING.



HOW LONG WILL THIS TORTURE GO ON? FOR 20 FEET IN AN ADULT MALE.

~ ON THE DAY OF THE REPORTS THE LARGE INTESTINE WAS ABSENT. ALSO THE GASTRIC JUICE. I DID MINE AND PEOPLE LIKED IT. I GOT AN A. I BELIEVE IN GOD THE FATHER ALMIGHTY CREATOR OF HEAVEN AND EARTH.



# Merry

# Christmas

